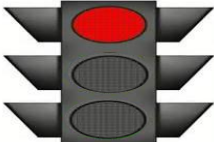
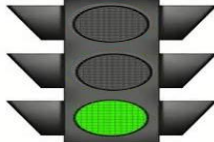


Hiring Cycle Human Resources



KPI Owner: Steve Wilkins

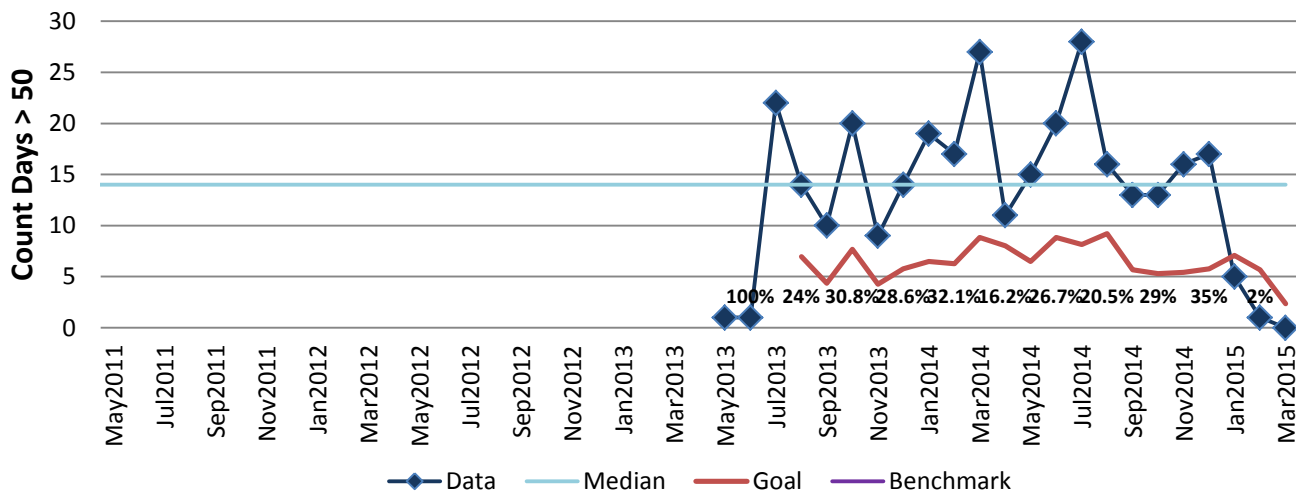
Process: Departmental Productivity

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY13 16%		Data Source: Requisition Log Goal Source: Cross Functional Team Benchmark Source: Cross Functional Team	Plan-Do-Check-Act Step 6: Validate that solutions work		
Goal: Compared to all requisitions received FY14 to present, maintain a hiring cycle time of less than 50 days between requisition received and offer date that is <=20% of occurrences. Less than FY14 11.8%			Measurement Method: The count of days between the date a requisition is received and the offer date that are greater than 50 days.		
Benchmark: 65 Days			Why Measure: Timely Hiring		
			Next Improvement Step: Continue to monitor and identify causal factor for going over 50 days		
How Are We Doing?					
Apr2014-Mar2015 12 Month Goal	Apr2014-Mar2015 12 Month Actual		Mar2015 Goal	Mar2015 Actual	
78	155		2	0	
Count Days > 50	Count Days > 50		Count Days > 50	Count Days > 50	

Hiring Cycle



Good



Apr2014-Mar2015 Pareto Analysis

